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DEPARTMENT OF LABOUR, CANADA

HUMPHREY MITCHELL, Minister

A. MacNAMARA,

Deputy Minister



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DOMINION-PROVINCIAL YOUTH TRAINING PROGRAMME

DOMINION-PROVINCIAL WAR EMERGENCY TRAINING PROGRAMME

(CANADIAN VOCATIONAL TRAINING)

REPORT OF THE DOMINION DIRECTOR OF TRAINING
FOR THE FISCAL YEAR ENDING MARCH 31, 1944

1943/44

OTTAWA
EDMOND CLOUTIER
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1944



DEPARTMENT OF LABOUR, CANADA

HUMPHREY MITCHELL, Minister

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Deputy Minister

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J. MacVANE, Deputy Minister

DOMINION-PROVINCIAL YOUTH TRAINING
PROGRAMME

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REPORT OF THE DOMINION DIRECTOR OF TRAINING
FOR THE FISCAL YEAR ENDING MARCH 31, 1941

OTTAWA
EDWARD CLOUTIER
PRINTED TO THE ORDER OF THE MINISTER OF LABOUR

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OTTAWA, May 29, 1944.

Honourable HUMPHREY MITCHELL, P.C., M.P.,
Minister of Labour,
Ottawa.

SIR,—The Vocational Training Co-ordination Act, 1942, provides that an annual report shall be prepared in respect to the administration of the Act and that such report shall be placed before Parliament within sixty days after the termination of each fiscal year, if Parliament is then sitting.

I have the honour to transmit herewith the report of the Director of Training for the fiscal year 1943-44.

Respectfully submitted,

A. MacNAMARA,
Deputy Minister of Labour.

REPORT OF THE TRAINING BRANCH DEPARTMENT OF LABOUR

Dominion-Provincial Youth Training Dominion-Provincial War Emergency Training

A. MacNAMARA, Esq., LL.D.,
Deputy Minister of Labour.

SIR,—The undersigned begs to report as follows concerning the administration of the Training Branch during the fiscal year ended March 31, 1944.

Briefly, the Training Programme has included youth training and assistance to students, training of personnel for the various branches of the Armed Forces, rehabilitation training of discharged Service personnel and training of workers for war industries.

The following tables give a summary picture of the programme, including the number of persons enrolled in all types of projects, together with the approximate expenditures incurred by the Dominion Government in carrying out this training.

TYPES OF TRAINING PROJECTS AND NUMBER OF PERSONS ENROLLED

Youth Training.....	17,356
Student Aid.....	2,467
Training for the Armed Forces—	
R. C. A. F. Classes.....	32,152
Army Classes.....	13,538
Navy Classes.....	3,941
	49,631
Rehabilitation of Discharged Personnel.....	2,056
Industrial Classes—	
Full-time Classes.....	17,523
Part-time Classes.....	14,926
Plant Schools.....	19,893
Foremanship.....	27,391
Total.....	151,243

APPROXIMATE EXPENDITURES INCURRED BY THE DOMINION GOVERNMENT DURING THE FISCAL YEAR ENDED MARCH 31, 1944

	\$
Youth Training.....	115,000
Student Aid and Grants to Universities.....	363,000
R. C. A. F. Classes (Schedule G).....	1,350,000
Industrial, Army, Navy (Schedule K).....	3,380,000
Rehabilitation of Discharged Personnel (Schedule L).....	125,000
Departmental Administration (Including Regional Directors).....	37,000
Total.....	5,370,000

This Programme was carried out under the Vocational Training Co-ordination Act, 1942.

This Act defines vocational training as “any form of instruction, the purpose of which is to fit any person for gainful employment, or to increase his skill or efficiency therein, and . . . includes instruction to fit any person for

employment in agriculture, forestry, mining, fishing, construction, manufacturing, commerce or in any other primary or secondary industry in Canada".

Under the Act the Minister of Labour is authorized to conduct in co-operation with the Provinces any vocational training which is necessary for the war effort, including training workers for war industries, tradesmen for the various branches of the Armed Forces, rehabilitation training for persons discharged from the Armed Forces who have been designated by the Minister of Pensions and National Health for such training, and training for persons whom the Unemployment Insurance Commission has directed under the Unemployment Insurance Act to attend a course of training. The cost of this training is borne by the Dominion Government, except for certain local administration expenditures.

In addition, the Act provides for the continuation of those projects which were formerly carried on under the Youth Training Act, 1939, which itself had incorporated youth training projects initiated in 1937 under relief legislation.

Looking toward the post-war period the Act also provides for training projects connected with the conservation and development of the natural resources of the Crown, in the right of the Dominion and of the Provinces. As another post-war measure the Act provides for Dominion financial assistance to the Provinces after the present war covering vocational training on a level equivalent to secondary high school. The Act provides that the cost of such training shall be met under agreements between the Dominion and Provincial Governments, the Dominion being authorized to pay up to a maximum of 50 percent of the costs.

The Vocational Training Co-ordination Act, 1942, is administered under the Minister of Labour by a Director of Training. The Minister is advised on Vocational Training matters by a Vocational Training Advisory Council consisting of a Chairman and not more than 16 members, including an equal number of representatives of employers and workers, and representatives of other groups and interests. Names of the members of the Advisory Council are listed in Appendix 1 of this report.

Two meetings of the Advisory Council were held during the fiscal year, in September and February. At these meetings the whole scope of the Training Programme was reviewed and consideration was given to special aspects of it by sub-committees dealing with Rehabilitation Training, Dominion Assistance to Vocational Schools, Agricultural and Rural Training, Apprenticeship and Industrial Training. Recommendations were made to the Minister on a number of topics, including apprenticeship.

The policy of decentralized administration inaugurated at the outset of the Training Programme has been continued. The staff of the Training Branch at Ottawa consists, in addition to the Director, of an Assistant Director, a Chief Clerk and eight persons in the general office. The broad policy for all training is determined by the Department of Labour at Ottawa, provision being made, however, for the Regional Directors who act for the Department in the several Provinces, to apply this broad policy according to the varying conditions of the Provinces. These Regional Directors are in some cases Provincial officials whose services have been made available to the Training Programme. The names and addresses of the Regional Directors are listed in Appendix 2 of this report. The Regional Directors attended with other representatives the annual conference of the Training Programme held at Ottawa in February, following the meeting of the Vocational Training Advisory Council, when details of present operations, as well as future plans, were thoroughly discussed.

The Regional Directors are assisted by a small office staff and a number of field representatives. The number of the latter has been increased during

the year, particularly to handle rehabilitation training and foremanship training. The total number of field representatives in all Provinces at the end of March was twenty-five.

Following the endorsement of its principles by the Advisory Council, P.C. 8993 was passed January 31, 1944, providing for Dominion financial assistance to the Provinces in respect to apprentice training. This assistance will take the form of contributions on a dollar for dollar basis to the Provinces for pre-employment training for apprentices or for full-time or part-time class instruction in both practical work and related technical subjects and indentured apprentices who are registered under provincial legislation. The amount of the Dominion contribution for the fiscal year 1944-45 was set at \$250,000, which amount, however, may be increased in ensuing years up to a maximum of \$1,000,000 per annum. Authority is given to the Minister of Labour to enter into ten-year agreements with the Provincial Governments.

Details of the Training Programme which follow, are given under two headings, namely:—

Dominion-Provincial Youth Training Programme

Dominion-Provincial War Emergency Training Programme
(now known as Canadian Vocational Training)

DOMINION-PROVINCIAL YOUTH TRAINING PROGRAMME

The appropriation for the fiscal year 1943-44 was \$450,000 which was allotted among the provinces as shown in Table 1 below. The agreements signed in the summer of 1942 were still in effect and will remain operative until March 31, 1945. The projects carried on under the various schedules of these Dominion-Provincial Agreements were submitted by the Provincial Governments and approved by the Minister. The costs were shared equally by the Provinces and the Dominion Government. Those eligible to receive training were men and women between the ages of 16 and 35. There was further curtailment during the year in the types of training offered. It was found necessary to cancel some courses originally planned in agriculture, and to reduce the length of other courses owing to the shortage of male help on the farms.

The projects for physical training and recreation in all provinces were discontinued on March 31, 1944. After that time any work of this nature will be carried on by the Department of Pensions and National Health under the new National Fitness Act.

TABLE 1—DOMINION-PROVINCIAL YOUTH TRAINING

ALLOTMENTS UNDER DOMINION-PROVINCIAL AGREEMENTS RELATING TO THE FISCAL YEAR ENDED
MARCH, 31, 1944

Province	Dominion Allotments	Dominion Payments to April 30, 1944
	\$	\$ cts.
Prince Edward Island.....	12,000	6,765 47
Nova Scotia.....	25,000	13,023 24
New Brunswick.....	30,000	22,001 93
Quebec.....	155,000	71,731 54
Ontario.....	20,000	6,993 59
Manitoba.....	20,000	5,016 33
Saskatchewan.....	40,000	25,203 29
Alberta.....	60,000	20,237 87
British Columbia.....	45,000	42,107 32
Totals.....	407,000	213,080 58

Activities carried on under the Youth Training Programme in the various provinces during the year under review were as follows:—

Prince Edward Island.—There were two classes in home economics including cooking, sewing, nursing, handicraft; a class in egg and poultry grading for men and women; occupational classes for men in carpentry, motor mechanics, and blacksmithing.

New Brunswick.—Three agricultural courses for young men were held at Woodstock, Newcastle and Saint Joseph's University lasting from three to five months with general instruction in agricultural subjects and farm mechanics.

Nova Scotia.—Apprentice Training was carried on as usual at Glace Bay, Sydney and North Sydney. This included vocational counselling and the provision of part-time technical and practical instruction for young men and young women employed in the areas. A general agricultural course was carried on at Truro for five months and a large number of classes in the canning and preserving of fruits, vegetables, fish and meats were held for the women in various fishing and agricultural areas throughout the province.

Quebec.—Home Service Training Schools were operated and a class in sewing, for women who were not found suitable for employment in war industries. Throughout the year a school was operated at Upton to train young women in rural home craft and handicraft with a course lasting three to four months. Special classes in wood working and toy making were held for young men suffering from severe disabilities. The great majority of the projects were of an agricultural nature, as follows: farm apprenticeship, at a school farm; several two-week classes in chick sexing and nine one-week courses in poultry raising; one class in navigation, curing, packing and processing of fish for the sons of fishermen; several classes in rural co-operatives and credit unions; one class in dairying; one advanced class for instructors in agriculture.

Ontario.—Classes lasting for two months were given to indentured apprentices in the building trades. These consisted of practical work and technical instruction.

Manitoba.—The home-making classes for rural women begun in previous years were carried on on a reduced scale.

Saskatchewan.—All the projects were for rural young people. A special course lasting five months in general agriculture was carried on in the university and also a shorter course for six weeks, specializing in farm mechanics. About one dozen, two-week courses in agriculture were held throughout the province and about twenty short three-day courses in farm machinery repair. A special course was also held for poultry raising.

Alberta.—A limited amount of urban occupational training was given for men and women who were not physically fit for general employment. A number of boys and girls on the farms were put through the regular agricultural course at Olds College and about seven classes in farm mechanics, each lasting three weeks, were held for farmers' sons in selected centres. Physical training and recreation was carried on as usual along with a leader's course.

British Columbia.—The main activity here was the Physical Training and Recreation Schedule which was widespread throughout the province. In addition classes for women were held in power sewing-machine operation and in the remaking of old clothing. The latter was inaugurated at the request of the Wartime Prices and Trade Board.

TABLE 2—DOMINION-PROVINCIAL YOUTH TRAINING

STATISTICS ON PERSONS GIVEN TRAINING DURING THE FISCAL YEAR ENDED MARCH 31, 1944

	Prince Edward Island	Nova Scotia	New Brun- swick	Quebec	Ontario	Mani- toba	Saskat- chewan	Alberta	British Colum- bia	Domi- nion Total
<i>A. Total Number Given Training—</i>										
Male.....	55	378	202	1,572	89	31	955	2,154	3,536	8,973
Female.....	71	724	32	602	.....	33	430	2,650	5,903	10,470
Totals.....	126	1,102	234	2,174	89	69	1,405	4,804	9,439	19,442
<i>B. Total Number Given Training in the Various Types of Projects—</i>										
Agricultural and Rural Training Courses.....	56	705	142	1,173	.....	36	871	133	.....	3,116
Urban Occupational.....	67	.....	.....	22	.....	.....	.....	3	1,258	1,350
Home Service Training.....	.....	.....	.....	96	.....	.....	.....	.....	.....	96
Apprenticeship.....	.....	324	.....	.....	89	.....	.....	4,513	7,907	12,420
Physical Training Courses.....	.....	.....	.....	.....	.....	.....	.....	155	274	2,047
Student Aid.....	3	73	92	883	.....	33	534	.....	.....	.....
Totals.....	126	1,102	234	2,174	89	69	1,405	4,804	9,439	19,442
<i>C. Total Days of Training Given.....</i>	5,010	14,945	7,001	47,041	.....	1,688	7,092	18,890	45,804	148,071
<i>D. Numbers Placed in Employment or Enlisted from Youth Training Classes.....</i>	1	94	.....	173	.....	.....	.....	1	87	355
<i>E. Number who Discontinued Training before Completion of Course—</i>										
Male.....	3	53	8	73	.....	.....	2	41	.....	180
Female.....	6	43	.....	57	.....	.....	.....	420	82	608
Totals.....	9	96	8	130	.....	.....	2	461	82	788

STUDENT AID

Co-operative Student Aid Schedules were operative under the Youth Training Agreement in all provinces except Ontario, through equal contributions by the Dominion and the province. Students eligible for assistance had to have good academic standing and be financially unable to carry on their university course without aid. At the discretion of the province, the money might be given as a grant, or as a loan, or as a combination of both. The average assistance in any one academic year to a student could not exceed \$400.00 in medicine or dentistry, \$300.00 in engineering or science and \$200.00 under the general section. In some provinces, provision was also made to assist nurses in training at hospitals and to assist prospective teachers to attend a Normal School or a special Teacher Training Course. This latter type of assistance was urgently required in many provinces owing to a severe shortage of teachers.

Students who received help in medicine, dentistry, engineering, science and nursing were required to sign an agreement that they would make their services available when and where required in the capacity for which they had been trained.

In some provinces assistance was restricted to certain limited categories of students by the provincial authorities and in Ontario no assistance was provided under a joint Dominion-Provincial Schedule. To take care of this situation a special sum was voted from the war appropriation and separate agreements were entered into, either direct with the universities or with the provincial authorities, by which funds were made available solely by the Dominion Department of Labour for students in medicine, dentistry, engineering and science. The same conditions were required with regard to academic and financial need and agreement of service. Where a student was granted assistance for the first time such assistance was given as a loan. If the same student applied in the next year for further assistance and if his academic record in the previous year's examinations had been satisfactory to the university, half the assistance was given as an outright grant and half as a loan.

SPECIAL GRANTS TO UNIVERSITIES

As the universities continued the acceleration of the courses in medicine and dentistry and thereby incurred additional costs, the policy has continued of the Training Branch paying grants to such universities to help in meeting these extra costs: subject to the production by the university at the end of the year of a certified statement of the extra costs incurred. Grants for this purpose were given to the following universities: Dalhousie, Laval, Montreal, McGill, Queen's, Toronto, Western Ontario, Manitoba, Saskatchewan and Alberta, amounting to \$81,850.00.

TABLE 3—ASSISTANCE TO STUDENTS DURING THE FISCAL YEAR ENDED MARCH 31, 1944

General Section	Medicine	Dentistry	Engineering		Science		Forestry	Hospital Nurses	Technical Teachers	School Students	Provincial Funds		Dominion Funds	
			1st year	Other years	1st year	Other years					Grants	Loans	Grants	Loans
DOMINION-PROVINCIAL FUND ²														
Prince Edward Island.....	1	2												
Nova Scotia.....		5		18	4	3			43			350 00		350 00
New Brunswick.....		21	4	6	7	5	1		31			6,905 00		6,905 00
Quebec.....	111	117	33	47	107	122	100	12	80		154	50,522 38	38,254 87	50,522 38
Manitoba.....	2	25			3	1	2					6,007 50		6,007 50
Saskatchewan.....	32	43	1	25	31	11	6		19	366		11,505 00	6,111 50	11,505 00
Alberta.....	19	14	14	10	40	2	9		22	25		8,892 50		8,892 50
British Columbia.....	42	65	9	38	30	12	12		2	64		24,923 00		24,923 00
SPECIAL DOMINION FUND ³														
Nova Scotia.....		21	4	10	17	7	7	1					1,925 00	17,842 00
New Brunswick.....				2	1	1		3						1,800 00
Quebec.....		6	1				4							2,750 00
McGill.....		3		3	9		3						150 00	4,395 00
Manitoba.....			2	3	18	1	10						1,745 00	5,725 00
McMaster University.....							7						350 00	1,235 00
University of Western Ontario.....		28					4						2,925 00	7,647 00
Queen's University.....		49		5	55								5,715 00	24,461 00
University of Toronto.....		47	23	8	49		6	2					6,699 00	30,724 00
207	446	91	157	395	168	178	19	123	529	154	95,842 88	69,941 37	115,351 88	166,520 37

¹Provides a limited amount for students in any year, in any faculty—mainly Agriculture, Home Economics and Arts.²Assistance given under Co-operative Student Aid Schedules of the Youth Training Agreements.³Assistance given under Special Dominion Agreement with funds from War Appropriation.

DOMINION-PROVINCIAL WAR EMERGENCY TRAINING PROGRAMME

Agreements with all provinces, except Prince Edward Island, were continued throughout the year. Each agreement has three separate schedules: Schedule "G" for training tradesmen for the R.C.A.F.; Schedule "K" for training industrial workers and tradesmen for the Army, Navy and Industry; and Schedule "L" for Rehabilitation Training for ex-service personnel.

Training is given in technical schools, special training centres and in industrial plants. The provinces and municipalities supply the shop facilities of the technical schools free of charge. Provincial Governments also pay certain administrative costs and share with the Dominion in the cost of machinery and equipment purchased. All other costs are paid by the Dominion with funds from the War Appropriation.

The following types of full-time pre-employment training were given during the year: aircraft manufacture, aircraft overhaul, sheet metal work, welding (gas and electric), machine shop, bench fitting and assembly, radio and electricity, instrument makers, industrial chemists, moulders, pattern makers, draughting and mechanical drawing, inspectors, tool-room improvers, time study, laboratory technicians. In addition to the shop work, classroom instruction was given in related subjects where required. Special attention was given to training for the shipyards in the trades of: welders, riveters, burners, heaters, pipe fitters, caulkers, shipwrights, marine electricians.

TABLE 4—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING
DOMINION ALLOTMENTS AND PAYMENTS RELATING TO THE FISCAL YEAR ENDED MARCH, 31 1944

Province	Dominion Allotments				Dominion Payments
	R.C.A.F. Classes Schedule G	Army, Navy and Industrial Classes Schedule K	Training for Discharged Members of Forces Schedule L	Total Dominion Allotments	Total Payments to April 30, 1944
	\$	\$	\$	\$	\$ cts.
Nova Scotia.....	20,000	215,000	20,000	255,000	185,984 67
New Brunswick.....	70,000	70,000	10,000	250,000	229,815 54
Quebec.....	250,000	1,000,000	85,000	1,335,000	1,008,402 63
Ontario.....	700,000	2,150,000	150,000	3,000,000	1,786,165 87
Manitoba.....	125,000	170,000	45,000	340,000	272,960 44
Saskatchewan.....	175,000	225,000	45,000	445,000	304,661 24
Alberta.....	150,000	350,000	45,000	545,000	374,317 55
British Columbia.....	125,000	400,000	45,000	570,000	367,321 85
Total.....	1,615,000	4,680,000	445,000	6,740,000	4,529,629 79

A summary of the work of the various classes covered by the Agreements with the Provinces is given below:—

I—R.C.A.F. CLASSES (Schedule "G")

The training for the R.C.A.F. was continued as in the previous year, but with a much wider range in the trades for which training was given and with a much larger enrolment. Thirty-five schools were used for this purpose of which 14 were exclusively for the technical ground trades and 16 exclusively for

TABLE 5—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING

TRAINING GIVEN IN VOCATIONAL SCHOOLS TO MEMBERS OF THE ARMED FORCES DURING THE FISCAL
YEAR ENDED MARCH 31, 1944

	Numbers in Training		Completed Training
	From April 1, 1943 to March 31, 1944	At End of March, 1944	From April 1, 1943 to March 31, 1944
<i>Dominion Summary—</i>			
R. C. A. F. Classes.....	32,152	4,403	25,692
Army Classes.....	13,538	2,337	10,223
Navy Classes.....	3,941	673	3,093
Total.....	49,631	7,413	39,008
<i>Nova Scotia—</i>			
R. C. A. F. Classes.....	394		383
Army Classes.....	711	75	597
Navy Classes.....	25	7	12
Total.....	1,130	82	992
<i>New Brunswick—</i>			
R. C. A. F. Classes.....	973	164	683
Army Classes.....	1,205	255	915
Navy Classes.....	1		1
Total.....	2,179	419	1,599
<i>Quebec—</i>			
R. C. A. F. Classes.....	2,895	301	2,271
Army Classes.....	1,964	304	1,533
Navy Classes.....	242	21	116
Total.....	5,101	626	3,920
<i>Ontario—</i>			
R. C. A. F. Classes.....	14,547	1,926	11,758
Army Classes.....	4,617	831	3,378
Navy Classes.....	3,267	570	2,636
Total.....	22,431	3,327	17,772
<i>Manitoba—</i>			
R. C. A. F. Classes.....	3,003	416	2,328
Army Classes.....	793	81	699
Total.....	3,796	497	3,027
<i>Saskatchewan—</i>			
R. C. A. F. Classes.....	3,296	495	2,783
Army Classes.....	755	298	457
Total.....	4,051	793	3,240
<i>Alberta—</i>			
R. C. A. F. Classes.....	3,359	417	2,723
Army Classes.....	1,171	154	873
Navy Classes.....	267	55	209
Total.....	4,797	626	3,805
<i>British Columbia—</i>			
R. C. A. F. Classes.....	3,685	684	2,763
Army Classes.....	2,322	339	1,771
Navy Classes.....	139	20	119
Total.....	6,146	1,043	4,653

pre-aircrew training. A number of special schools were opened for pre-aircrew personnel in the summer of 1943 on a temporary basis. During the year the following new trades were added for technical training: electricians, instrument mechanics, carpenters, metal workers.

Since January, 1944 there has been a big decrease in the enrolment in the R.C.A.F. classes, as from that date the Air Force discontinued all enrolments for the technical ground trades except for a limited number of special groups. The enrolment in the pre-aircrew has also been drastically reduced. The length of training and the syllabus to be followed were, as usual, determined by the R.C.A.F., and the Liaison Officers and N.C.O's were attached to each school. The relations between the Air Force authorities and the Training Schools have continued to be most happy.

II—ARMY CLASSES (Schedule "K")

Constant changes were made in the Army Tradesmen's Classes throughout the year as the Army discontinued entirely the training of many types of their standard tradesmen in the three months' course. Many difficulties were also encountered owing to the very small number of Army tradesmen sent to many of the schools. This resulted in a high per capita per diem cost. This situation was beyond the control of the Training Programme.

During the year, 43 schools were utilized for Army trade training of which 10 have been entirely discontinued. Training was given in much the same trades as in the previous year.

There was a considerable extension in the training given to the young soldiers' classes. These are boys about 17 years of age with some high school education, whom the Army wishes to train as tradesmen before they reach the age when they are eligible for overseas service. The training consists of a preliminary orientation course of a general nature lasting for three months. At the end of this time, according to the preference and the aptitudes of the individual trainees, the boys are assigned to a definite trade, such as, draughtsmen, motor mechanics, instrument mechanics, fitters, electricians, and are given a further course of approximately eight months.

III—NAVY CLASSES (Schedule "K")

The number of Naval tradesmen enrolled was approximately the same as for the previous year. The training given was mainly in the trades of motor fitters and engine-room mechanics. Nine schools were utilized for this purpose throughout the year.

IV.—INDUSTRIAL TRAINING (Schedule "K")

A—Full-time Pre-Employment Classes

The decrease in the enrolment in this type of training which commenced in the previous year, continued at an accelerated rate throughout the fiscal year 1943-44. This necessitated the closing of a number of training centres and also contributed materially to an increase in the per capita costs of operating other centres owing to the reduced enrolment of trainees.

The types of training given were much the same as in the previous year but there was an increasing tendency toward shortening the length of training owing to the more specialized nature of the occupations which the trainees would be following when they entered employment. Use was still made of the vocational shops in many of the provincial and municipal technical schools and the special training centres opened early in the programme continued in operation.

TABLE 6—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING COSTS OF R.C.A.F. CLASSES (SCHEDULE "G") FOR THE FISCAL YEAR ENDED MARCH 31, 1944

(Subject to Revision)

	Total Cost	Days Training	Gross Cost Per Day		Allowances	Machinery and Equipment	Alterations to Buildings	Cost Per Day Less Allowances and Machinery		Instructors and Supervisors	Cost of Instructors Per Day		Materials Supplies and Hand Tools	Cost of Materials, Etc., Per Day	
			1942-3	1943-4				1942-3	1943-4		1942-3	1943-4		1942-3	1943-4
	\$		\$ cts.	\$ cts.	\$	\$	\$	\$ cts.	\$ cts.	\$	\$ cts.	\$ cts.	\$	\$ cts.	\$ cts.
Nova Scotia.....	9,688	13,313	1 38	0 73	.....	.....	1,432	0 72	0 73	6,356	0 43	0 48	1,124	0 15	0 08½
New Brunswick.....	59,463	70,674	1 36	0 84	.....	536	1,067	0 77	0 83	42,573	0 54	0 60	5,774	0 09½	0 08
Quebec.....	235,483	166,404	1 78	1 42	23,417	11,091	5,647	1 06	1 21	131,724	0 63	0 79	17,413	0 10	0 10½
Ontario.....	652,506	805,076	1 48	0 81	.....	7,369	5,394	0 87	0 80	514,241	0 66	0 64	58,795	0 06	0 07
Manitoba.....	118,879	154,339	1 57	0 77	.....	1,305	1,329	0 83	0 76	80,755	0 51	0 52	12,303	0 11	0 08
Saskatchewan.....	147,178	209,638	1 44	0 70	.....	4,587	743	0 72	0 68	108,583	0 49	0 52	14,213	0 10½	0 07
Alberta.....	135,816	215,691	1 37	0 63	.....	2,098	478	0 77	0 62	106,193	0 56	0 50	11,436	0 12	0 05½
British Columbia.....	115,482	193,431	1 17	0 60	.....	547	.....	0 53	0 59	91,650	0 40	0 47	6,243	0 06	0 03
Dominion.....	1,474,493	1,828,566	1 47	0 81	23,417	27,533	16,090	0 82	0 78	1,082,075	0 58	0 59	127,301	0 08	0 07

Gross costs in 1942-3 included allowances. In 1943-4 Air Forces Trainees were paid by R.C.A.F. Allowances in Quebec were for some Industrial Trainees at Montreal. This Schedule covers all R.C.A.F. Classes.

TABLE 7—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING COSTS OF ARMY, NAVY AND INDUSTRIAL CLASSES
(SCHEDULE "K") FOR THE FISCAL YEAR ENDED MARCH 31, 1944
(Subject to Revision)

	Total Cost	Days Training	Gross Cost Per Day		Allow- ances	Machinery and Equip- ment	Alterations to Buildings	Cost Per Day Less Allowances and Machinery		Instructors and Super- visors	Cost of Instructors Per Day		Materials Supplies and Hand Tools	Cost of Materials, Etc., Per Day	
			1942-3	1943-4				1942-3	1943-4		1942-3	1943-4		1942-3	1943-4
	\$		\$ cts.	\$ cts.	\$	\$	\$	\$ cts.	\$ cts.	\$	\$ cts.	\$ cts.	\$	\$ cts.	\$ cts.
Nova Scotia.....	166,509	60,057	2 69	2 77	48,758	4,150	1,954	1 79	1 89	63,455	1 01	1 05	18,823	0 40	0 31
New Brunswick.....	163,386	101,996	1 89	1 60	46,865	2,689	568	1 23	1 12	63,341	0 61	0 62	31,479	0 40	0 31
Quebec.....	782,043	320,931	2 41	2 44	308,993	38,339	825	1 22	1 36	308,964	0 79	0 96	61,899	0 19	0 19
Ontario.....	918,700	601,181	1 88	1 53	356,255	4,997	595	0 93	0 93	427,820	0 70	0 71	57,770	0 11	0 09½
Manitoba.....	102,488	65,328	1 98	1 57	44,212	3,502	180	1 14	0 84	32,909	0 63	0 50	7,098	0 18	0 11
Saskatchewan.....	131,960	77,651	2 05	1 70	29,095	2,856	395	1 31	1 28	71,711	0 73	0 92	11,627	0 23	0 15
Alberta.....	201,332	130,819	2 01	1 54	50,132	3,929	725	1 17	1 13	99,662	0 75	0 76	25,049	0 22	0 19
British Columbia.....	224,646	122,006	1 84	1 84	54,411	2,516	547	1 13	1 37	112,569	0 71	0 92	26,684	0 17	0 22
Dominion.....	2,691,064	1,479,969	2 03	1 82	938,721	62,958	5,789	1 09	1 14	1,180,431	0 73	0 80	240,429	0 17	0 16

This Table includes Army and Navy Classes; full-time and part-time Industrial Classes (excluding Plant Schools).

Adhering to the policy of previous years, the Dominion Government paid the costs of training except certain local administration expenditures, which were met by the Provincial Governments, and the purchase cost of machinery and equipment, which was shared equally by the Province and the Dominion. Dominion payments also included travelling expenses of trainees from their home to a training centre and from training centres to subsequent employment, as well as the weekly subsistence allowance which ranges from \$7.00 for single trainees living at home to \$18.00 for heads of families taking training away from home.

The provision made in previous years for coverage of trainees for workmen's compensation, was continued, and the very small amount that has been charged to the programme for this purpose reflects the attention that has been paid to safety precautions and accident prevention work in all training centres.

B—Agricultural Training

At the request of the Dominion and Provincial Departments of Agriculture, special courses were given to help meet the labour shortage on the farms and in agricultural work. One of the most successful of these was the course to train men in the building of stook and grain sweeps in the Province of Alberta, a labour saving device used in the harvesting of crops. Several hundred of these sweeps were operated during the harvest of 1943.

In order to meet a shortage of cheese makers and dairymen, special classes were organized at St. Hyacinthe, Kemptville, Guelph, Winnipeg, Saskatoon and Edmonton, with the instruction lasting for three months. Trainees were all sponsored by cheese factories, creameries and dairies, and the output of these schools gave valuable assistance in meeting a critical shortage in this type of labour. To meet a similar shortage of labour in egg-grading, special classes were started to train egg-graders in the three prairie provinces, in co-operation with the industry and the Provincial and Dominion Departments of Agriculture. The result of these was also highly successful.

Plans were also laid to train older boys from the secondary schools for employment on the farms in Alberta and Saskatchewan during the summer vacation. Owing, however, to the poor response from the students and the apparent lack of demand for their services from the farmers, the plan was not put into effect in Alberta, and in Saskatchewan only to a limited degree.

C—Part-time classes

The provision of part-time classes for employed workers was continued throughout the year, the enrolment being approximately the same for women as in the previous year, but with a substantial reduction in the enrolment for men. These classes were provided at the request of the employers, who outlined the nature of the instruction they wished given. Instruction included such things as shop mathematics, theory of electricity, blue printing reading, and technical instruction in subjects related to the occupation at which the workers were employed. These classes were designed to assist in the promotion and up-grading of the trainees by their employer. The time and place at which these classes were held varied with the local situation. In some cases they were held in the evening and in others during regular working hours. Some classes were held at technical schools, others in the industrial plant itself.

D—Plant Schools

The operation of plant schools, which was inaugurated in March, 1942, continued on a very successful basis throughout the year. The enrolment in these schools, all of which operated full time, showed an increase over the previous year of over 90%, with women forming a substantial majority of those enrolled.

TABLE 8—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING
INDUSTRIAL TRAINING IN VOCATIONAL SCHOOLS DURING THE FISCAL YEAR ENDED MARCH, 31, 1944

	Numbers in Training		Placements, Enlistments and Withdrawals from Pre-Employment Classes			
			(2) Placed in Employ- ment	Enlisted	Completed Training But Not Reported Placed	Left Before Training Completed
	From April 1/43 to March 31/44	At End of March, 1944	From April 1/43 to March 31/44	From April 1/43 to March 31/44	From April 1/43 to March 31/44	From April 1/43 to March 31/44
<i>Dominion Summary—</i>						
Pre-Employment Classes.....	{Men..... 11,564	924	7,898	157	914	1,733
	{Women... 5,959	281	4,957	24	83	733
Part-time Classes (1).....	{Men..... 8,690	767				
	{Women... 1,903	92				
Total.....	23,116	2,064	12,855	181	997	2,466
<i>Nova Scotia—</i>						
Pre-Employment Classes.....	{Men..... 358	15	297	1		45
	{Women.. 210		175		2	33
Total.....	568	15	472	1	2	78
<i>New Brunswick—</i>						
Pre-Employment Classes.....	{Men..... 442	43	280	14	42	71
	{Women.. 172	2	149	1		20
Total.....	614	45	429	15	42	91
<i>Quebec—</i>						
Pre-Employment Classes.....	{Men..... 5,536	350	3,260	62	597	1,058
	{Women.. 569	32	410	1	2	144
Part-time Classes (1).....	{Men..... 1,233	67				
	{Women.. 22					
Total.....	7,360	449	3,670	63	(3)599	1,202
<i>Ontario—</i>						
Pre-Employment Classes.....	{Men..... 3,430	349	2,792	38	58	294
	{Women.. 3,564	230	2,991	4	60	385
Part-time Classes (1).....	{Men..... 4,221	431				
	{Women.. 1,438	82				
Total.....	12,653	1,092	5,783	42	118	679
<i>Manitoba—</i>						
Pre-Employment Classes.....	{Men..... 660	50	424	27	194	115
	{Women.. 55		55			
Part-time Classes (1).....	{Men..... 62	14				
	{Women..					
Total.....	977	64	479	27	194	115
<i>Saskatchewan—</i>						
Pre-Employment Classes.....	{Men..... 257	15	185	3	15	43
	{Women.. 377	6	324	6	1	40
Part-time Classes (1).....	{Men..... 58					
	{Women.. 63					
Total.....	755	21	509	9	16	83
<i>Alberta—</i>						
Pre-Employment Classes.....	{Men..... 274	77	149	10	5	48
	{Women.. 471	6	378	11	18	59
Part-time Classes (1).....	{Men..... 175	57				
	{Women.. 2					
Total.....	922	140	527	21	23	107
<i>British Columbia—</i>						
Pre-Employment Classes.....	{Men..... 607	25	511	2	3	59
	{Women.. 541	5	475	1		52
Part-time Classes (1).....	{Men..... 2,741	198				
	{Women.. 378	10				
Total.....	4,267	238	986	3	3	111

(1) Trainees in Part-time Classes consist largely of employed persons who are being given training at the request of employers in war production, who wish to up-grade their employees.

(2) Includes those graduates who, though actually placed prior to March 31, 1943 were not so reported until after April 1, 1943.

(3) The number shown as completed, but not reported placed, in the Province of Quebec (599) includes all unplaced trainees, who have completed their courses since the commencement of the War Emergency Programme, in that Province.

Schools continued to be established at the request of employers. As in the previous year, the training period varied from 2 to 12 weeks and usually included part-time technical instruction, as well as practical work. Field representatives of War Emergency Training assisted industry in establishing the schools, drawing up the course of training, providing instructors, and periodically inspecting the schools. The Government reimbursed the employer for the salaries of full-time instructors and also refunded to the employer a part of the wage paid by him to

TABLE 9—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING
TRAINING IN INDUSTRY DURING THE FISCAL YEAR ENDED MARCH 31, 1944

	Numbers in Training		Numbers whose Training was Completed, Interrupted or Discontinued			
			Completed Training	Transferred to Production Before Training Finished	Enlisted	Quit or Released Before Training Finished
	From April 1/43 to March 31/44	At End of March 1944	From April 1/43 to March 31/44	From April 1/43 to March 31/44	From April 1/43 to March 31/44	From April 1/43 to March 31/44
<i>Dominion Summary—</i>						
Plant Schools.....	{ Men..... 8,587	493	6,005	961	54	1,091
	{ Women... 11,329	688	8,133	1,212	6	1,320
Part-time Classes.....	{ Men..... 3,022	643	2,244	23	11	101
	{ Women... 1,311	244	987	6	1	72
Total.....	24,249	2,068	17,369	2,202	72	2,584
<i>Nova Scotia—</i>						
Plant Schools.....	{ Men..... 227	46	137	32	4	8
	{ Women... 46		43	3		
Part-time Classes.....	{ Men..... 28		28			
	{ Women... 2		2			
Total.....	303	46	210	35	4	8
<i>New Brunswick—</i>						
Plant Schools.....	{ Men..... 63	7	44		2	10
	{ Women... 11	4	6			1
Total.....	74	11	50		2	11
<i>Quebec—</i>						
Plant Schools.....	{ Men..... 3,233	235	1,765	596	24	630
	{ Women... 1,371	245	830	116	1	210
Part-time Classes.....	{ Men..... 732	229	434	23		46
	{ Women... 118	35	71	6	1	5
Total.....	5,454	744	3,100	741	26	891
<i>Ontario—</i>						
Plant Schools.....	{ Men..... 4,433	205	3,802	59	24	403
	{ Women... 7,314	388	6,239	29	5	653
Part-time Classes.....	{ Men..... 2,004	361	1,582		7	54
	{ Women... 1,170	209	894			67
Total.....	14,981	1,163	12,517	88	36	1,177
<i>Manitoba—</i>						
Plant Schools.....	{ Men..... 27		15	9		3
	{ Women... 1,122	29	424	486		183
Part-time Classes.....	{ Men..... 28		25		3	
	{ Women... 6		5			
Total.....	1,183	29	469	495	3	186
<i>Alberta—</i>						
Plant Schools.....	{ Men..... 418	22	179	31		185
	{ Women... 418					
Total.....	418	22	179	31		185
<i>British Columbia—</i>						
Plant Schools.....	{ Men..... 544		242	265		37
	{ Women... 1,047		412	547		88
Part-time Classes.....	{ Men..... 230	53	175		1	1
	{ Women... 15		15			
Total.....	1,836	53	844	812	1	126

TABLE 10—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING
TRAINING IN PLANT SCHOOLS DURING THE FISCAL YEAR ENDED MARCH 31, 1944

Province	Total Schools Approved	Schools Operating March 31, 1944	Schools Approved During Year	Days Training	Total Costs	Cost Per Day		Instruc- tors' Salaries	Trainees' Allow- ances
						1942- 1943	1943- 1944		
						\$ cts.	\$ cts.	\$	\$
Nova Scotia.....	4	2	2	9,031	18,615	1 64	2 06	6,140	12,088
New Brunswick.....	2	1	1	3,359	4,972	0 74	1 43	1,573	3,391
Quebec.....	23	10	15	109,558	187,950	0 52	1 71	40,450	147,500
Ontario.....	76	13	18	311,696	403,482	1 08	1 29	115,048	287,375
Manitoba.....	11	2	2	22,390	38,421	1 68	1 71	7,696	30,725
Alberta.....	1	1	1	9,390	15,075		1 61	1,500	13,575
British Columbia.....	9	1	7	16,348	27,110	2 40	1 66	10,017	17,044
Totals.....	126	30	45	481,772	695,625	1 06	1 44	182,424	511,698

the trainees. The maximum refund was \$8.00 per week for single trainees and \$13.00 per week for heads of families. The actual wage paid the trainee by the employer had to conform to the existing statutory requirements. The great majority of the schools were efficiently run and achieved most valuable results. Out of a total of 126 schools approved up to the end of March, 1944, less than a dozen were actually unable to commence operations or were found unsatisfactory and closed.

E—Foremanship Training

This feature of the program, inaugurated in May, 1942, met with an increasingly enthusiastic response from all types of industry throughout the country. Training was adapted from a similar program put on by the Training Within Industry Branch of the War Manpower Commission in Washington, which kindly made the material available for Canadian industry. Classes were continued in Job Instructor Training, Job Relations Training, Job Methods Training, and a second unit of Job Relations Training was commenced in the fall of 1943 and has proven most acceptable.

Special representatives of the Training Programme put on this course at the request of industry by either one of two methods: (a) the holding of training

TABLE 11—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING
FOREMANSHIP TRAINING DURING THE FISCAL YEAR ENDED MARCH 31, 1944

	Job Instructor	Job Relations Series I	Job Relations Series II	Job Methods
Nova Scotia.....	971	220	136	.....
New Brunswick.....	221	13	.....	.....
Quebec.....	5,747	1,176	1,991	2,008
Ontario.....	4,613	4,487	586	2,755
Manitoba.....	578	340	.....	146
Saskatchewan.....	117	61	.....	134
Alberta.....	122	.....	.....	97
British Columbia.....	409	56	.....	407
Dominion (Grand Total—27,391).....	12,778	6,353	2,713	5,547

institutes lasting for five days and attended by key supervisors carefully selected by industry who, after certification, returned to their own industries and put on a similar but shorter course for their own foremen and others, (b) a short course lasting ten hours attended by foremen and other supervisors selected by industries in the area.

Reports from employers indicate that as a result of these intensive, streamlined, instructional courses a very marked reduction has been made in the length of time needed to train new workers; also that substantial savings have been effected both in time and materials as a result of job simplifications subsequently put into effect. At the request of the Department of Justice these courses were put on in all federal penitentiaries for the shop instructors and have been very well received. A new development has been the request for this type of training by the Civil Service Commission for the various departments for the Dominion Government, in particular for the Unemployment Insurance Commission, who have put through a group of their own personnel to act as instructors at all their offices throughout the country.

A descriptive bulletin on Foremanship Training was printed by the Training Branch and distributed to employers and other interested parties.

V—REHABILITATION TRAINING (Schedule "L")

During the previous year a limited amount of vocational training was provided for men and women discharged from the armed forces. This was done at the request of the Department of Pensions and National Health. In April of 1943 an official arrangement was completed between the Department of Labour and the Department of Pensions and National Health by which the former, through its Training Programme, would provide all the vocational training required by discharged members of the forces except in the case of certain categories of severe disabilities. For these latter the Department of Pensions and National Health has made special arrangements. A formal procedure was drawn up between the two departments setting forth the duties and responsibilities of each in such a manner that, while avoiding duplication of effort there might be no phase of the procedure for which definite responsibility was not assigned.

General Procedure

The Department of Pensions and National Health through its District Rehabilitation Boards is responsible for determining those who are eligible for training in accordance with the regulations of the Post Discharge Order which may be currently in effect. The length of the training to be given is also determined by regulations of the Department of Pensions and National Health, but the policy has been established that, subject to limitations of the applicant's eligibility, under existing regulations, the training should be sufficiently thorough and sufficiently broad to fit a man or woman to obtain and hold permanent employment in the post-war period. An applicant for training appears before his District Rehabilitation Board, and the Board selects a course of training with due regard to the following factors:—

- (a) The trainee's physical condition.
- (b) His previous education.
- (c) His occupational experience either prior to enlistment or while in the forces.
- (d) The trainee's own preference and aptitudes.
- (e) Employment opportunities.

Representatives of the Training Programme attend the meetings of the District Board and assist in counselling the applicant and in selecting the most

TABLE 12—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING

REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES (Schedule "L") DURING THE FISCAL YEAR ENDED MARCH 31, 1944

		Number in Training		Placements and Withdrawals from Rehabilitation Classes		
				(1) Placed in Employ- ment	Completed Training But Not Reported Placed	Left Before Training Completed
		From April 1/43 to March 31/44	At End of March, 1944	From April 1/43 to March 31/44	From April 1/43 to March 31/44	From April 1/43 to March 31/44
Dominion Summary—						
In Schools.....	{ Men.....	1,734	594	728	67	309
	{ Women..	189	130	23	10	33
In Industry.....	{ Men.....	125	90	23		12
	{ Women..	8	4	2		2
Total.....		2,056	818	776	77	356
Nova Scotia—						
In Schools.....	{ Men.....	37	10	21		6
	{ Women..					
In Industry.....	{ Men.....	1				1
	{ Women..					
Total.....		38	10	21		7
New Brunswick—						
In Schools.....	{ Men.....	48	15	15	3	8
	{ Women..					
In Industry.....	{ Men.....	1	1			
	{ Women..					
Total.....		49	16	15	3	8
Quebec—						
In Schools.....	{ Men.....	497	114	233	27	115
	{ Women..	36	25	7	3	1
In Industry.....	{ Men.....	14	11	3		
	{ Women..					
Total.....		547	150	243	30	116
Ontario—						
In Schools.....	{ Men.....	269	99	129	4	36
	{ Women..	34	18	6	4	6
In Industry.....	{ Men.....	50	32	15		4
	{ Women..	6	2	2		2
Total.....		359	151	152	8	48
Manitoba—						
In Schools.....	{ Men.....	185	74	53	20	34
	{ Women..	35	24	4		11
In Industry.....	{ Men.....	12	11			1
	{ Women..	1	1			
Total.....		233	110	57	20	46
Saskatchewan—						
In Schools.....	{ Men.....	161	62	79		18
	{ Women..	14	12	1		1
In Industry.....	{ Men.....	7	7			
	{ Women..					
Total.....		182	81	80		19
Alberta—						
In Schools.....	{ Men.....	258	121	99	6	34
	{ Women..	35	27	2	1	6
In Industry.....	{ Men.....	16	12	2		1
	{ Women..					
Total.....		309	160	103	7	41
British Columbia—						
In Schools.....	{ Men.....	279	99	99	7	58
	{ Women..	35	24	3	2	8
In Industry.....	{ Men.....	24	16	3		5
	{ Women..	1	1			
Total.....		339	140	105	9	71

(1) Includes graduates from 1942-43 classes who were not reported placed until after April 1, 1943.

suitable type of training. The training grants paid to ex-service personnel and their travelling expenses in connection with training, are all paid by the Department of Pensions and National Health. The Department of Labour assumes all costs in connection with the actual training given.

Present Training Facilities

In providing vocational training, use was made during the year of the following facilities:

- (a) Special training centres operated under the War Emergency Training program. In all such cases, however, the length of the course for ex-service members was longer and more thorough in its content than the intensified and higher specialized courses given to prospective workers in war industries under the War Emergency Training Programme.
- (b) Vocational shops of the regular vocational schools.
- (c) Privately owned trade, commercial and business colleges where such are certificated by either the Provincial Department of Labour or of Education as being of a satisfactory standard.
- (d) Correspondence courses, subject to certain limiting conditions which require that the course should be directly related to the type of work being performed or the kind of training being given the trainee and that the correspondence course is of such nature that it will definitely assist in the trainee's permanent rehabilitation.
- (e) Training in industrial and commercial establishments.

As in the previous year, a very small percentage of the total number discharged from the forces applied for vocational training, although in the last few months the number actually enrolled for such training showed a substantial increase. The cumulative total of those who enrolled for rehabilitation training up to March 31, 1944 has been only 3,059 of which number 2,056 enrolled in 1943-44 and 818 were actually under training on March 31, 1944.

As long as employment opportunities are plentiful, it is anticipated that this situation will continue and it is, therefore, considered unlikely that there will be any extensive demand for vocational rehabilitation training until demobilization.

FUTURE FACILITIES

Plans are being made ahead of demobilization so that when the demand arises there will be not only sufficient training centres and sufficient equipment available, but also a trained instructional staff. Lists of equipment needed for rehabilitation training have been sent in to the Department from the Regional Directors in all provinces. These have been passed on to the Crown Assets Allocation Committee with the request that when the items listed become surplus to requirements they should be turned over to the Training Program for rehabilitation training purposes. This would render unnecessary any additional expenditure of Dominion funds for machinery and equipment, provided such equipment is declared surplus in sufficient time to meet the demand for rehabilitation training. If this is not the case, purchase will have to be made to provide equipment required.

With regard to buildings that might be available for rehabilitation training purposes, representations have been made to the three armed services so that, as and when military, naval or Air Force establishments are no longer needed, they might be made available for rehabilitation training if suitable both in their location and in their layout. Similar representations have been made to the Crown Assets Allocation Committee with regard to parts of munitions and other plants which were built and are owned by the Dominion Government.

Instructional Staff

It is hoped that many competent trade instructors will be available from persons now serving in the armed forces when such are demobilized. Use will also be made of many of the instructional staff of War Emergency Training. Special classes to train vocational teachers and instructors have been held during the year with the applicants carefully selected from ex-service personnel either of this war or the previous war, who had good trade knowledge but who lacked teaching and instructional experience. The first course held at Hamilton for Ontario instructors, finished about the end of the fiscal year and a second course is planned to follow immediately which will also be attended by instructors from the Maritime Provinces. The four western provinces have united in co-operative courses; the first of which is finishing in Calgary in April, 1944 and will be followed immediately by a second course. The cost of these teacher training courses is being financed by the Dominion Department of Labour.

Training in Industrial and Commercial Establishments

It has been recognized that probably the majority of discharged persons will request training in many occupations for which no suitable facilities now exist and for which suitable facilities cannot be established in any pre-employment training centre. Training of this kind will have to be carried out on the job; in factory, shop or office. Definite arrangements have been made for training of this kind. The Training Programme has engaged a number of field representatives and this number will be substantially increased with most of them being drawn from the ranks of suitably qualified ex-service personnel. These field representatives are assigned a definite area and it is their responsibility to contact employers of all types in their area with a view to finding training opportunities. This is definitely not a survey to estimate hypothetical labour requirements at some date in the future nor is it concerned with employment in unskilled occupations. It is limited to ascertaining training opportunities for skilled or semi-skilled work which are immediately available with employers. This information is tabulated and turned over to the district rehabilitation boards so that in dealing with all discharged persons they may have a fairly comprehensive idea of what opportunities for training exist at any given time in their own area.

When a man or woman is assigned for training in industry by a District Rehabilitation Board, the field representative of the Training Programme makes definite arrangements with the prospective employer trainer concerning:

- (a) The nature of the occupation to be learned.
- (b) The length of training.
- (c) The work processes to be mastered.
- (d) Whether or not the employer requires any pre-employment training or supplementary technical instruction.
- (e) The wage that the employer will pay the trainee after the completion of his training period.
- (f) The wage that will be paid by the employer to the trainee during the training period.

In order to relieve the employer of any undue financial burden for trainees who have not reached a high degree of efficiency and also to give the training program some rights with regard to the supervision and subsequent inspection of such training, an arrangement has been made for the Department of Pensions and National Health to reimburse the employer a certain percentage of the wage paid by the employer to the trainee subject to existing regulations concerning the amount of allowances to which each applicant is eligible, according to his or her marital status, number of dependents, pension payments, etc. This

reimbursement is on a sliding scale with the amount refundable by the Department of Pensions and National Health gradually decreasing and the amount paid by the employer gradually increasing as the individual trainee acquires proficiency and his or her services become more valuable to the employer. The field representatives for the training programme visit the trainees periodically to check on the training given and to ascertain if both the employer and the trainee are satisfied with the existing arrangement. Where the occupation chosen is a designated trade under a Provincial Apprenticeship Act, training arrangements are made and cleared through the Provincial Apprenticeship authorities.

It is the intention that all training should be definitely related to subsequent employment which is known to be available to the trainee or of which there is at least reasonable assurance. The Training Programme, however, has no official responsibility for finding employment for trainees. This is assumed jointly by the Employment Offices of National Selective Service and the officials of the Department of Pensions and National Health. The only exceptions to this, so far as the Training Programme is concerned, are those placed for training in industry and for the great majority of these, employment by the employer trainer will follow as a natural consequence when their training is completed. There may be a few instances, however, where an employer who is willing to employ an ex-service person lacks the necessary training facilities in his own establishment. Such individuals will be trained in another shop or office and, on the completion of their training, placed with the employer previously agreed on.

General Comments

The small number of individuals applying for rehabilitation training has presented certain difficulties. In very few areas has there been a sufficient number of applicants to make it feasible to equip and staff a special class. Consequently, individual trainees have had to be admitted either to existing War Emergency Classes, as mentioned earlier in this report, or to the regular classes of the technical and vocational schools. In order to ensure that the trainees admitted to these regular schools get special attention, the government has arranged to pay the schools the regular tuition fee normally charged even if such trainees are residents of the municipal areas in which the school is located. This is looked on as a temporary expedient only, because reports received from various Provincial Departments of Education indicate that after the termination of hostilities there will be a large increase in the number of civilian students enrolled in the vocational schools conducted by the provinces or by the municipalities. This will make it impossible for these schools to handle any large number of persons discharged from the forces applying for vocational training. Therefore, plans have been made with a view to making it possible for rehabilitation training ultimately to operate independently of the regular technical schools.

During the war, training for industrial war workers has been carried on in many cases on two or even three shifts per day but in affording training to ex-service personnel, the general policy has been laid down that such training must be given in day-time hours and that evening or night shifts will be used only in emergency cases or as a temporary expedient. However, the majority of the trainees prefer to take training in their home municipality even if this necessitates their taking such training on an evening shift in the vocational school rather than board in an outside municipality where training could be given them during day-time hours.

Cost of Rehabilitation Training

It is difficult to estimate with any degree of accuracy, the actual expenditures incurred during the past year for rehabilitation training which has been carried on under Schedule "L", of the War Emergency Training Agreement. The reason for this is that, as pointed out above, many of the trainees have been admitted to courses or classes already in operation, so that little or no direct additional cost was thereby incurred. For trainees placed in a private trade school or business college, the only direct expenditure is the price of the tuition fee. The same holds good for those who are taking correspondence courses. For those placed in industry for training, the Department of Labour has incurred no costs except of an administrative and supervisory nature. Training allowances given such trainees are paid by the Department of Pensions and National Health. The main items of expenditure under Schedule "L" are for administration and supervision, tuition fees, and, in some cases, instructors' salaries and the cost of materials and supplies. Another large item has been the payment of salaries to those enrolled at the teacher training courses whose services are ultimately being used for rehabilitation training. The total approximate cost of this schedule for the fiscal year amounted to \$125,000.

The thanks of the Department of Labour are again due to the Advisory Council and to the Regional Directors for their splendid co-operation which has entailed heavy duties in addition to their regular work. Sincere appreciation is also expressed for the assistance given by the Provincial Governments and municipal school boards, the principals and staffs of the technical and vocational schools throughout the country. Without this wholehearted co-operation it would have been impossible to accomplish the results which have been achieved.

Respectfully submitted,

R. F. THOMPSON,

Director of Training.

Appendix 1

TRAINING PROGRAM

LIST OF MEMBERS OF VOCATIONAL TRAINING ADVISORY COUNCIL

Representative of Employers—

- J. PIGOTT, Esq.,
Pigott Construction Company, Hamilton, Ontario.
- E. R. COMPLIN, Esq.,
Personnel Director, Canadian Industries Limited, Montreal, P.Q.
- *C. B. C. SCOTT, Esq.,
General Personnel Manager, Massey-Harris Company, Limited,
Toronto, Ontario.

Representative of Employees—

- D. S. LYONS, Esq.,
General Vice-President, International Association of Machinists,
806 Keefer Building, Montreal, P.Q.
- N. S. DOWD, Esq.,
Executive Secretary, The Canadian Congress of Labour, 230 Laurier
Avenue West, Ottawa, Ontario.
- ALPHONSE BEGIN, Esq.,
Publicity Agent, Confederation of Catholic Workers of Canada Inc.,
231 Demontigny East, Montreal, P.Q.

Representative of Technical Education—

- Lt.-Col. F. T. FAIREY,
Director of Technical Education, Department of Education, Victoria,
B.C.
- F. S. RUTHERFORD, Esq.,
Director of Vocational Education, Toronto, Ontario.
- Dr. F. H. SEXTON,
Director of Vocational Education, Halifax, N.S.

Representative of Women—

- Mrs. E. D. HARDY,
President, National Council of Women, 198 Second Avenue, Ottawa,
Ontario.
- Miss B. OXNER,
Director of Women's Work, University of Saskatchewan, Saskatoon,
Sask.

Representative of Agriculture—

- Dr. W. V. LONGLEY,
Director of Extension, Nova Scotia Agricultural College, Truro, N.S.
- N. C. MACKAY, Esq.,
Director of Extension, Department of Agriculture, Winnipeg, Man.

Representative of War Veterans—

Col. J. T. E. GAGNON,
 Province of Quebec Division, Canadian Red Cross, 770 St. Antoine St.,
 Montreal, P.Q.

J. C. HERWIG, Esq.,
 Acting General Secretary, The Canadian Legion of the British Empire
 Service League, Dominion Command, Ottawa, Ontario.

Representative of Canadian Association for Adult Education—

*J. BRUCHESI, Esq.,
 Quebec City, P.Q.

* These members were appointed in December, 1943 to replace Messrs. Hugh Crombie, Assistant Manager, Dominion Engineering Company, Limited, Montreal, P.Q. and Dr. E. A. Corbett, Director, Canadian Association for Adult Education, 198 College Street, Toronto, Ontario, whose terms of office expired at that time.

Appendix 2

CANADIAN VOCATIONAL TRAINING

LIST OF REGIONAL DIRECTORS

Nova Scotia—

Dr. F. H. SEXTON,
Director of Technical Education, Department of Education, Halifax,
N.S.

New Brunswick—

W. K. TIBERT, Esq.,
Director of Vocational Education, Department of Education, Fredericton, N.B.

Quebec—

GABRIEL ROUSSEAU, Esq.,
Regional Director, Canadian Vocational Training, 7345 Garnier Street,
Montreal, P.Q.

Ontario—

H. H. KERR, Esq.,
Regional Director, Canadian Vocational Training, Parliament
Buildings, Toronto, Ontario.

Manitoba—

R. J. JOHNS, Esq.,
Regional Director, Canadian Vocational Training, 1110 McArthur
Building, Winnipeg, Manitoba.

Saskatchewan—

W. A. ROSS, Esq.,
Regional Director, Canadian Vocational Training, Department of
Education, Regina, Saskatchewan.

Alberta—

J. H. ROSS, Esq.,
Regional Director, Canadian Vocational Training, 128-7th Avenue,
West, Calgary, Alberta.

British Columbia—

Lt.-Col. F. T. FAIREY,
Director of Technical Education, Department of Education, Victoria,
B.C.

Appendix 3

APPROXIMATE REGIONAL AND SUPERVISORY ADMINISTRATIVE EXPENDITURE FOR THE FISCAL YEAR ENDED MARCH 31, 1944

BORNE BY DOMINION

	Salaries	Travelling Expenses	Other Items	Total
	\$	\$	\$	\$
Head Office.....	22,464	2,566	4,150	29,180
Nova Scotia.....	11,496	3,163		14,659
New Brunswick.....	4,950	1,642	148	6,740
Quebec.....	13,080	2,997	4,715	20,792
Ontario.....	20,432	9,046	1,097	30,575
Manitoba.....	2,919	515		3,434
Saskatchewan.....	5,115	1,717	174	7,006
Alberta.....	8,169	2,566	268	11,003
British Columbia.....	6,483	1,380	478	8,341
Total.....	95,108	25,592	11,030	131,730

